



**1 CHIEF ADMINISTRATIVE SERVICES OFFICER**

- Employee Relations
- Labor Relations

**2 SAFETY, HEALTH & WELLNESS**

- Field Safety Operations
- General Safety Program Administration
- Safety Metrics Reporting
- Wellness Program Administration

**3 TALENT ACQUISITION & DEVELOPMENT**

- Talent Acquisition
- Employee Services
- Apprenticeship
- Workforce Development
- RSJI

**4 FACILITIES, SECURITY & EMERGENCY MANAGEMENT**

- Facilities
- Security
- Emergency Management

**5 CUSTOMER CARE, COMMUNICATIONS & REGULATORY AFFAIRS INTERIM OFFICER**

- Legal Affairs

**6 GOVERNMENT & LEGISLATIVE AFFAIRS**

- Federal & State Agencies
- Congressional Relations
- State Legislature
- Council Legislation & Relations

**7 CUSTOMER CONSTRUCTION SERVICES**

- Details to come

**8 CUSTOMER CARE**

- Account Services
- Account Executives
- Hearing Officer
- Office Services
- Customer Accounts
- Customer Engineering
- Metering Tech
- Credit & Collections
- WAMS Program

**9 REGULATORY AFFAIRS**

- FERC/NERC & Regulatory Compliance

**10 CUSTOMER ENERGY SOLUTIONS**

- Energy Efficiency Innovation
- Distributed Resources Programs
- Lighting Design Lab
- Technology Services

**11 COMMUNICATIONS**

- Communications
- Media Relations
- Community Outreach
- Marketing
- Video Production
- Graphic Design

**12 ENGINEERING & TECHNOLOGY INNOVATION OFFICER**

- Project Management Quality Improvement

**13 SYSTEM OPERATIONS**

- Distribution & Transmission Operations
- Control Area Operations
- Power Systems Automation

**14 ASSET MANAGEMENT & LARGE PROJECTS**

- Construction Project Management
- Asset Planning and Assessment
- Material/Engineering Standards
- Geographical Information System (GIS)
- Streetlight & Joint Use Management

**15 ENERGY DELIVERY ENGINEERING**

- Distribution & Transmission Engineering
- Distribution & Transmission System Planning
- Power Stations Engineering
- Protection & Communications Engineering

**16 TECHNOLOGY INNOVATION**

- Pending redesign and rename
- Grid Modernization

**17 CHIEF ENVIRONMENTAL OFFICER**

- Environmental Affairs
- FERC Relicensing
- License Implementation
- Science Policy

**18 ENVIRONMENTAL MANAGEMENT & REAL ESTATE**

- Environmental Management & Compliance
- Real Estate

**19 NATURAL RESOURCES & HYDRO RELICENSING**

- Natural Resources & Permitting
- Skagit Licensing

**20 CHIEF FINANCIAL OFFICER**

- Internal Audit

**21 CORPORATE PERFORMANCE**

- Benchmarking
- Metric Reporting
- Business Intelligence
- WMBE/Small Business Initiatives
- DPPS

**22 FINANCE**

- Budget
- Financial Planning

**23 ACCOUNTING**

- Accounts Payable
- Procurement & Contracting
- General Accounting
- Cost Accounting

**24 RISK OVERSIGHT**

- Risk Control
- Credit Risk
- Risk Modeling
- Deal Review
- Settlements
- Enterprise Risk Mgmt

**25 POWER SUPPLY OFFICER**

- Skagit Facilities
- Dam Safety
- Generation Planning

**26 POWER CONTRACTS, REGIONAL AFFAIRS & STRATEGIC PLANNING**

- Regional Affairs
- Resource Acquisition & Wholesale Contracts
- Strategic Planning

**27 GENERATION, OPERATIONS & ENGINEERING**

- Generation Program Management
- Generation Operations
- Generation Engineering
- Construction Management
- Technical Resources

**28 POWER MANAGEMENT**

- Power Operations & Marketing
- Integrated Resource Planning
- Market Analysis
- Resource & Contract Valuation
- Outage & Operations Planning
- Power System Modeling & Reporting

**29 TRANSMISSION & DISTRIBUTION OPERATIONS OFFICER**

**30 TRANSMISSION & DISTRIBUTION OPERATIONS**

- Substation Operators
- Civil Crews
- Line Services
- Underground Radial Distribution

**31 NETWORK, SUBSTATIONS & SERVICE OPERATIONS**

- Downtown Network
- Substation Operations
- Vegetation Management & Landscaping
- Protection & Controllers
- Technical Communications
- Shops
- Fleets
- Warehouse & Tool Rooms

